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COMMONWEALTH OF MASSACHUSETTS

BOARD OF CONCILIATION AND ARBITRATION

ONE HUNDRED AND EIGHTH ANNUAL REPORT

JULY 1, 1993 to JUNE 30, 1994

ONE HUNDRED AND NINTH ANNUAL REPORT

JULY 1, 1994 to JUNE 30, 1995

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BOARD OF CONCILIATION AND ARBITRATION
LEVERETT SALTONSTALL BUILDING
100 CAMBRIDGE STREET, ROOM 1105
BOSTON, MA 02766
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WILLIAM F. WELD
Governor

ARGEO PAUL CELLUCI
Lieutenant Governor

ELIZABETH E. LAING
Chairman

JAMES F. KELLEY
Vice Chairman

BOARD OF CONCILIATION AND ARBITRATION
LEVERETT SALTONSTALL BUILDING
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THE BOARD OF CONCILIATION AND ARBITRATION

The Board of Conciliation and Arbitration is statutorily charged with the mission of preventing or promptly settling labor disputes by offering dispute resolution services to both public and private sector employers and the labor organizations that represent their employees.

> "It is hereby declared to be the public policy of this state that the best interests of the people of the state are served by the prevention or prompt settlement of labor disputes; and it shall be the responsibility and objective of the Board of Conciliation and Arbitration to take such steps as will most effectively and expeditiously encourage the parties to a labor dispute to agree on the method and procedure which shall be used to resolve a dispute."
>
> (MGL Ch 23C s.1)

The Board is an independent agency within, but not subject to the jurisdiction of the Executive Office of Labor. Established in 1886, the Board is the oldest continuous agency in the Commonwealth and was the first such agency in the country.

The bulk of the Board's work is interest mediation wherein staff mediators assist primarily public sector employers and employees achieve settlement of collective bargaining agreements where direct negotiations have failed. The Board also provides grievance mediation to the public and private sectors as well as final and binding arbitration of disputes involving the interpretation and application of existing collective bargaining agreement language. Labor relations seminars and educational seminars are also routinely conducted by the Board's staff.

On September 2, 1993 Elizabeth E. Laing, Esq. was appointed Chairman of the Board of Conciliation and Arbitration by Governor William F. Weld. The new Chairman was charged by the

Governor with the task of delivering dispute resolution services to the labor relations community in a more timely and cost efficient manner. To fulfill this charge the Board has instituted changes in the delivery of services, assignment of personnel, revenue management, and case management. In order to gain an understanding of the needs of the Board's user community and to institute a dialogue between the Board and its users concerning the above mentioned changes the new administration attended numerous professional seminars and meetings, conducted a regional meeting in Springfield and mailed a survey to 1,500 members of the labor relations community. It was gratifying to receive so many responses to the survey. It was also gratifying to see the high level of customer satisfaction that exist among the users of the Board.

BCA SURVEY

Customer Satisfaction Survey/Arbitration

Excellent	26%
Good	47%
Fair	27%
Poor	0%

73% of the respondents stated that their experience concerning grievance arbitrations conducted at the Board had been "excellent' or "good." The Board has received numerous complements concerning its grievance and interest mediation services. The Board's public sector interest mediation services are the best form of non-monetary local aid in existence. The Board does not charge a fee for these services and resolves over 98% of these cases prior to them proceeding through fact-finding. The Board's grievance mediation services have expanded over the last fiscal year with an percentage increase in the case load.

I) SERVICES OF THE BOARD

The Board offers interest mediation, unfair labor practices mediation, grievance mediation and grievance arbitration to both the private and public sectors.

(1) INTEREST MEDIATION, mediation of disputes arising out of contract negotiations;

(2) UNFAIR LABOR PRACTICES MEDIATION, mediation of unfair labor practices cases referred to the Board by the Labor Relations Commission under MGL Chapter 150E;

(3) GRIEVANCE MEDIATION, mediation of grievances including on-site mediation and Board mediation prior to an arbitration hearing; the fee for this service is $50.00 per party; unless the Board is the arbitrable forum; then there is no charge;

(4) GRIEVANCE ARBITRATION, final and binding hearing and decision of disputes arising under collective bargaining agreements; the fee for grievance arbitration is $200.00 per public sector party and $400.00 per private sector party.

While the total caseload for the agency has remained constant over the last three years the Board has seen a shift away from grievance arbitration towards grievance mediation. The Board acknowledges that the number of public sector interest mediation cases is dependent upon the three year public sector contract cycle as well as the economy. The Board is encouraged by the increase of interest in the Board asserting joint jurisdiction with the Federal Mediation Conciliation Service over private sector interest mediation cases. In private sector cases the Board's services are requested by both parties.

CASE PETITIONS FILED

	FY 95	FY 94	FY 93	FY 92
Arbitrations filed	128*	116	151	177
Grievance Mediations filed**	58	151	88	75
Interest Mediations filed	167***	196	232	189
Police and Fire Case referrals	34	3		
Total	361	439	471	441

* Arbitrations now include on-site grievance mediation prior to the date of the arbitration hearing.

** Grievance Mediations for FY 94, 93 and 92 include on-site grievance mediations as well as pre-arbitration mediations. Grievance Mediations for FY 96 and 95 include only on-site grievance mediations

*** Some communities are requesting Board sponsored Collaborative Bargaining training instead of traditional interest mediation services.

INTEREST MEDIATION

The Board of Conciliation and Arbitration provides mediators to parties from the public and private sectors who are involved in disputes arising out of contract negotiations. The Board is responsible for mediating all public sector labor contract disputes except those involving municipal police and fire fighters. The Board also maintains a panel of neutrals to provide fact-finding services pursuant to MGL Chapter 150E section 9.

The Board's interest mediation services are used by state, county and municipal governments, public authorities and regional agencies. The Board is also increasingly called upon to deliver interest mediation services to private sector clients. The Board places a high priority on interest mediation because the prevention and prompt settlement of labor contract disputes benefits not only the negotiating parties but the delivery of services, the economy and the quality of life of the local community and the Commonwealth itself. The Board's mediation services are one of the most cost efficient and valuable forms of local aid provided by the state. Private providers of mediation services are extremely costly and

lengthy. The Board provides mediation services to both private and public sectors at no cost to the parties and performs this service more quickly and with a high rate of success.

In FY 1994 the Board settled 3 interest mediation cases carried over from FY 1991, 8 interest mediation cases carried over from FY 1992 and 68 interest mediation carried over from FY 1993. The Board settled or closed 107 interest mediation cases which were filed in FY 1994 and carried over 89 cases, of which are still open and 8 of which were referred to fact-finding. In FY 1995 the Board settled 2 interest mediation cases carried over from FY 1992, 20 interest mediation carried over from FY 1993 and 53 interest mediation carried over from FY 1994. The Board settled or closed 97 interest mediation cases which were filed in FY 1995 and carried over 70 cases, of which 56 are still open and 14 were referred to fact-finding. Interest mediation petitions which are filed at the end of one fiscal year are usually settled in the beginning of the next fiscal year. The average time needed to settle or close an interest mediation case is 4.75 months. However, complex or contentious cases can extend longer than a year.

INTEREST MEDIATION

	FY 95	FY 94	FY 93	FY 92
Interest Mediations Filed	167	196	232	189
Interest Mediations Settled	91	102	173	144
Interest Mediations into Fact-finding	14	8	18	19
Interest Mediation Open	56	81	24	20
Interest Mediations Closed	6	5	11	4

CASE SETTLEMENT IN FISCAL YEAR

	FY 95	FY 94	FY 93	FY92
Interest Mediations Filed	167	196	232	189
Interest Mediations Settled	166	186		

The Board's mediation caseload is almost completely composed of public sector cases. The Board has mediated private sector cases upon request of both parties in conjunction with the Federal Mediation and Conciliation Service. As stated above the Board's sister agency, the Joint Labor-Management Committee for Municipal Police and Fire, has primary jurisdiction for all municipal police and fire cases. The majority of the Board's public sector mediation cases involve public education. I n FY 95 public education cases composed 58.7% of all Interest Mediation cases filed and "teacher cases" were 24.6% of all cases filed and 41.8% of all education cases. In FY 94 public education cases were 63.3% of all Interest Mediation cases filed and "teacher cases" were 23.5% of all cases filed and 37.1% of all education cases. The remainder of the Board's municipal cases involve such varied specialties as water plant technicians, power and light plant employees, D.P.W. workers and Town Hall employees (both clerical and administrative).

PUBLIC EDUCATION CASES

	FY 95	FY 94
TEACHERS	41	46
SUPPORT **	20	22
CLERICAL	14	20
FOOD SERVICE	3	13
CUSTODIAL	12	18
BUS DRIVERS	0	1
NURSES	5	2
GENERAL	2	2
POLICE	1	0
FY TOTAL	98	124

** This category includes administrators, paraprofessionals, educational assistants, teacher aides and specialists.

The Board successfully mediated 87 teacher contracts in fiscal years 1994 and 1995. Ten of these negotiations involved labor actions such as informational pickets and "work to rule" situations. In FY94 one case, involving the City of Brockton and its teachers, plunged into a strike that lasted from November 11 until November 22. Mediation began in June and meetings were held throughout the summer and fall. There was a total of 18 lengthy mediation sessions before the contract and strike were settled. The Court imposed heavy daily fines as a reaction to the illegal strike and still the strike lasted

11 days. Three teacher negotiations in fiscal year 1995 involved strikes, Salem, Belmont and Holyoke. The Belmont strike lasted from January 6 until January 18. Parents and administrators held classes in spite of the strike and the State Board of Education certified that the schools were open. The Court ordered daily negotiations conducted by a Board mediator and imposed heavy fines and damages on the strikers. The Holyoke strike lasted five days and was settled by a Board mediator prior to court involvement.

In contrast, disputes in Westford and Lincoln were averted as a result of Board personnel training the parties in collaborative bargaining. The Lincoln School Committee and the Lincoln Teachers Association successfully negotiated a new contract using a collaborative negotiation model with assistance and training provided by the Board in fiscal year 1994. The Westford School Committee and the Westford Teachers Association concluded their contract negotiations using the collaborative negotiation model learned in training seminars conducted by Board trainers a year earlier. To insure success, the Board provided a mediator/arbitrator to act as a facilitator during the last sessions of the negotiation.

In addition, the Board worked under a difficult situation in the fall of 1993. The Massachusetts Teachers Association field representatives went on strike. This strike caused complications and further delays for the many MTA-represented units involved in ongoing negotiations.

Board mediators are receiving more requests to clarify issues and to recommend solutions as the parties to negotiations attempt to come to grips with the changes brought by "Ed. Reform". The Board expects future negotiations especially those involving the regional school districts to be complicated and difficult as the effects of the 1994 Education Reform Act and Prop 21/2 become more evident.

TEACHER STRIKES

	TOTAL	TEACHER
FY 85	3	2
FY 86	3	1
FY 87	3	2
FY 88	10	8
FY 89	6	5
FY 90	4	3
FY 91	?	?
FY 92	?	?
FY 93	?	?
FY 94	1	1
FY 95	3	3

UNFAIR LABOR PRACTICES MEDIATION

The Labor Relations Commission may refer any unfair labor practice complaints to the Board for mediation. Once the Commission refers a complaint to the Board the Chairman appoints a mediator to resolve the dispute. In the event that there are unfair labor practice charges pending when a Board mediator is mediating a contract dispute, then the mediator will endeavor to resolve the unfair labor practice charges in addition to resolving the underlying contract dispute.

GRIEVANCE MEDIATION

Grievance mediation is automatically offered to all parties who file for Grievance Arbitration. In the past, the Board offered grievance mediation at the Board's offices immediately prior to an arbitration hearing. The Board is now offering on-site grievance mediation prior to the date of an arbitration hearing. The response to this new service has been very favorable. Both management and labor appreciate being able to have grievances mediated on-site and not at the Board's offices in Boston and Springfield as well as being able to mediate more than one grievance during an on-site session.

BCA SURVEY RESULTS
Pre-Arbitration Grievance Mediation

	YES	NO
a. prior to hearing date	70%	30%
b. on date of hearing	30%	70%
c. by mutual agreement, on-site	67%	33%
d. at Board offices	33%	67%

Staff members a never serves as both mediator and arbitrator of the same dispute, and the mediator is prohibited from discussing the grievance or issues involved with the arbitrators, so that confidentiality may be preserved.

In FY 94 the demand for Board Grievance Mediation services increased. This increase can partially be attributed to the Board's national reputation as a pioneer on the utilization of this form of dispute resolution. It can also be attributed to the Board's rate of success in mediating grievances.

GRIEVANCE MEDIATION

	FY 95	FY 94	FY 93	FY 92
Grievance Mediations Filed	59	63	88	78
Grievance Mediations Settled	22	43	64	72
Grievance Mediations Referred to Arbitration	11	8	22	2
Grievance Mediations Open	1	0	0	0
Grievance Mediation Closed	3	2	1	4
Grievance Mediation Withdrawn	22	2	1	0

PRE-ARBITRATION GRIEVANCE MEDIATION

	FY 95	FY 94	FY 93	FY 92
Grievance Mediations Filed	128	116	151	67
Grievance Mediations Settled	32	38	38	23
Grievance Mediations Referred to Arbitration	23	31	42	35
Grievance Mediation Withdrawn	44	33	62	1
Grievance Mediation Closed	3	2	0	8

GRIEVANCE ARBITRATION

The Grievance Arbitration services of the Board are utilized by all sectors of the Commonwealth's Labor Relations community. In the past fiscal year the Board has received Grievance Arbitration petitions from a variety of employer and employee representatives on behalf of parties involving departments of state and county government, local government including police departments, fire departments, public works departments and school departments, the fishing industry, the trucking Industry, various manufacturing industries and food packaging industries. Many of the disputes are settled before a hearing by Board mediators. If the disputes are not settled, then Board Arbitrators hold evidentiary hearings, hear arguments and accept briefs. After the close of the hearing and submission of briefs, if any, the Board renders an award. The Board's goal is to issue full arbitration decisions within 30 days for discharge cases, and within 60 days of the close of the hearing in non-discharge cases (previously was 75 days).

Petitioners use the Board as an alternative to private sector providers because of the quality of the decisions, the reasonableness of the fees and the user-friendly initiatives of the Board. The reasonableness of the fees has been extremely important to local communities during this period of shrinking budgets. One example of user-friendly initiative is that the Board, recognizing that a large number of petitioners are located in the western part of the state, has begun to routinely schedule arbitration hearings at its Springfield office. Additionally, understanding that different parties have different issues, some of which require extensive review and some of which do not, the Board is now offering three different arbitration procedures:

1. **The accelerated decision:**
   Issued by the arbitrator the same day the hearing closes,
   Provided that, after hearing the case, the arbitrator determines it is appropriate,
   a single page document with the decision given to the parties that day.
2. **The expedited decision:**
   Issued by the arbitrator within two weeks of close of hearing,
   Provided the parties have mutually agreed and no briefs are filed,
   Decision will not contain the full recitation of facts and argument,
   Written decision will provide abbreviated opinion and award.
3. **The full decision:**
   Issued within 30 days (discharge case) or 60 days (non-discharge case) of close of hearing,
   Contains all relevant contract language, the facts of the case,
   Arguments made by both parties,
   And a full opinion by the arbitrator,
   By mutual agreement of the parties or when the arbitrator deems it appropriate,
   Briefs may be filed, opinion and award are clear, even to an outside reader.

GRIEVANCE ARBITRATION

	FY 95	FY 94	FY 93	FY 92
Grievance Arbitrations Filed	128	116	151	177
Grievance Arbitrations Open	24	5	0	0
Grievance Arbitrations Decided	23	26	42	56
Grievance Arbitrations Settled	32	38	38	43
Grievance Arbitrations Withdrawn	46	45	62	70
Grievance Arbitrations Closed	3	2	9	8

II) ADDITIONAL SERVICES OF THE BOARD

COMMUNITY EDUCATION

In spite of the reduction of staff time available for community education, Board personnel were able to provide lectures, seminars, and professional exchanges to local colleges and the labor relations community.

The Board's community education efforts include:

Northeastern University, "Mediation of Grievances"
Boston College School of Law, "Mediation and ADR"
Emerson College, "Mediation Styles, Variables and Techniques"
Boston Labor Guild, "Family and Medical Leave Act"
Newton Teachers Association, "ADR"
Town of East Longmeadow, "Collective Bargaining Seminar"
Town of Orange, "Collaborative Bargaining Seminar"
Norfolk Agricultural School, "Collaborative Bargaining Seminar"
Town of Lennox, "Seminar on Joint Labor management Committees"

The Board was also represented at the following conferences:

American Arbitration Association, Annual Regional Conference
Society of Professionals in Dispute Resolution, Annual Convention
AFL-CIO, State Convention
MMPA, Annual Public Sector Collective Bargaining Seminar
SEIU,
MAMPF,

In addition, the Board conducted professional exchanges with representatives of the Government of Bermuda and the Government of Mongolia explaining the Board's methods of dispute resolution and collective bargaining in the public sector.

EPRS APPEALS

After a final Employee Performance Review System evaluation an employee may appeal and challenge a rating. Pursuant to collective bargaining agreements a tri-partite panel composed of representatives of the Office of Employee Relations, the union and the Board of Conciliation and Arbitration conducts a hearing on the appeal and makes a final determination concerning the evaluation rating. The Board has participated in two tri-partite panels during FY 1994 and has scheduled more for FY 1995.

UNION ELECTIONS/CARD CHECKS

The Board is called upon, because of its neutral status, to conduct union elections and "card checks" to determine employees' choice of union representation. In an election, bargaining unit employees use a secret ballot to indicate their choice of representation. A "card check", the substitute for a formal election process, allows the neutral to make a quick determination through the use of employee

authorization cards of the employees' choice of union representation. The Board charges no fee for this service in the interest of preventing labor disputes and promoting peaceful labor relations.

III) BOARD MANAGEMENT

REVENUE MANAGEMENT

The Board's very reasonable fees are set by statute at $50.00 per side for grievance mediation; $200.00 per side for public sector grievance arbitration and $400.00 per side for private sector grievance arbitration. There are no fees charged for public sector interest (contract) mediation , collaborative bargaining training or case management. In view of the fees charged by private sector arbitration/mediation services providers, the Board is a very effective agent of indirect state financial aid to the 351 cities and towns in the Commonwealth and a very economical provider of dispute resolution services to the private sector.

In the Fall of 1993, an internal review of the agency's procedures relating to fee collection was conducted by the newly appointed Chairman and Vice-Chairman. This review revealed that no internal controls concerning revenue collection existed and that the Board did not aggressively pursue the collection of overdue accounts. With assistance from the Office of the Comptroller, agency personnel were trained in the state's automated revenue management systems. All billings for FY 1992, FY 1993 and FY 1994, were entered into the system. Follow-up billings, now, occur on a monthly cycle and overdue accounts are referred to collections. In addition, the Board now requires payment of fees prior to the docketing of grievance arbitration cases.

Proper revenue management has shown immediate results. Agency revenue has increased from $31,742 for FY 1992 and $36,404 for FY 1993 to $65,915 for FY 1994.

REVENUE COLLECTION

FY 1995	FY 1994	FY 1993	FY 1992
$66,756	$65,915	$36,404	$31,742

CASE MANAGEMENT

As of fiscal year 1994 the Board has eliminated 95% of the pre-1993 case backlog and anticipates total elimination of the backlog by the end of the calendar year. The Board scheduled a "call of the list" for all "aged" cases. 95% of these cases were either settled by Board mediators, withdrawn by the parties or were scheduled for a hearing and dismissed by the Board for "lack of Prosecution".

As mentioned above, the Board has noticed a trend of more on-site grievance mediation petitions. These petitions have increased by 100% and the petitions for grievance arbitration have decreased by 50%. The number of petitions filed for interest mediation have remained consistent with prior years.

IV) BOARD STAFF

ELIZABETH E. LAING, ESQ. was appointed Chairman of the Board of Conciliation and Arbitration on September 2, 1993 by Governor William F. Weld. Prior to her appointment, Chairman Laing spent 8 ½ years as a Staff Mediator at the Joint Labor Management Committee for Municipal Police and Fire under the leadership of former U.S. Secretary of Labor, John T. Dunlop. While in private practice, Ms. Laing served as Special Town Counsel to the Town of Braintree and as Chairman of the Braintree

Personnel Board. She, also, served as an Assistant Attorney General to Attorney General Francis X. Bellotti. Ms. Laing is a graduate of the New England School of Law and Emmanuel College.

JAMES F. KELLEY, JR., ESQ. is Vice Chairman of the Board of Conciliation and Arbitration. Most recently, he was in private practice concentrating in Administrative Law. His experience includes 16 years in state government including positions in administration, management and auditing and 3 years in municipal government as an elected official. Mr. Kelley is a graduate of Suffolk University School of Law and Lafayette College.

The Chairman and Vice Chairman are assisted by five mediator/arbitrators, three mediators and one support person.

APPENDIX

Case #	Employer	Employee
	1994 ARBITRATIONS	
1	Town of Raynham (Police)	Raynham Patrolman's Union
2	Town of Millbury (Police)	M.C.O.P. L.128
3	City of Malden(Police)	I.B.P.O. L.411
4	City of Waltham (Police)	M.C.O.P. L.161
5	City of Waltham (Police)	M.C.O.P. L.161
6	City of Waltham (Police)	M.C.O.P. L.161
7	City of Waltham (Police)	M.C.O.P. L.161
8	Town of Dudley (Police)	M.C.O.P. L.157
9	City of Haverhill (Police)	Teamsters, L.437
10	Town of Dracut (Police)	I.B.P.O. L.379
11	City of Woburn (DPW)	N.A.G.E. L.R1-96
12	Town of Westport (Highway)	A.F.S.C.M.E. C.93
13	Town of Westport (Town Hall)	A.F.S.C.M.E. C.93
14	Town of Westport (Highway)	A.F.S.C.M.E. C.93
15	Town of Southboro (Police)	M.C.O.P. L.167
16	J. E. Cain Co.	B.C.T.W.U. L.50
17	Hertz Corp.	Teamsters, L.841
18	Laidlaw	Teamsters, L.437
19	Town of Hudson School Com.	MTA (Teachers)
20	Hertz Corp.	Teamsters, L.841
21	Coyne Textile Serv.	Teamsters, L.59
22	Coca Cola/Cape Cod	Teamsters, L.59
23	Town of Raynham (Police)	Raynham Patrolman's Union
24	Town of Sutton (Highway)	Teamsters, L.170
25	City of Westfield	A.F.S.M.E. C.93
26	City of North Adams (Firefighters)	I.A.F.F. L.1781
27	City of North Adams (Firefighters)	I.A.F.F. L.1781
28	Town of Millbury School Com.	MTA (Pre-School Teachers)
29	Town of Millbury School Com.	MTA (Spec.Ed. Teachers)
30	City of Malden (Police)	Malden Patrolmens Assoc.
31	Merchants Tire	Teamsters L.841
32	National Car Rental	Teamsters L.841
33	Town of Northbridge (Police)	M.C.O.P. L.129
34	Town of Falmouth (Sch. Custod.)	Teamsters L.59

35	Bristol Co. Agr. Sch. Com.	MTA (Teachers)
36	Town of Everett Sch. Com.	MTA (Teachers)
37	Burke Beverage	Teamsters L.404
38	Town of Millbury Sch. Com.	MTA (Teachers)
39	Town of West Springfield (Police)	IBPO L.365
40	Town of Monson (Police)	IBPO L.423
41	Town of Monson (Police)	IBPO L.423
42	Town of Groveland (Police)	Teamsters, L.437
43	Frito Lay Inc.	Teamsters, L.686
44	Frito Lay Inc	Bakery Drivers, N.E. Council
45	Town of Billerica (Firefighters)	IAFF L.1495
46	City of Pittsfield (Police)	IBPO L.447
47	Town of Burlington Sch. Com.	AFSCME C.93 (Custod.)
48	Town of Agawam (Maint.)	Agawam Bldg. Maint. Assoc.
49	Coyne Textile Serv.	Teamsters L.59
50	Town of Hudson	MTA (Teachers)
51	City of Lowell Sch. Com.	SEIU L.159
52	Hampshire Co. Transit Inc.	UFCWU L.1459
53	Springfield Housing Auth.	AFSCME C.93
54	Springfield Housing Auth.	AFSCME C.93
55	No. Adams Reg. Hospital	SEIU L.285
56	Town of Norwood (Firefighters)	IAFF L.1631
57	Essex County	AFSCME C.93
58	City of North Adams (Police)	IBPO L.403
59	City of Haverhill (Firefighters)	IAFF L.1011
60	Bristol Co. Agr. Sch. Com.	MTA (Teachers)
61	Town of Auburn (Highway)	NAGE L.495
62	Town of Somerset (Police)	IBPO L.518
63	Home Gas Corp.	Teamsters, L.294
64	Amer. Friends Service Com.	Laundry Workers L.66
65	Town of Millbury (Police)	MCOP L.128
66	Town of Westport (Highway)	AFSCME C.93
67	Essex Co. House of Corrections	Teamsters, L.42
68	Essex Co. House of Corrections	Teamsters, L.42
69	Town of Somerset (Police)	IBPO L.518
70	Burke Beverage	Teamsters, L.404
71	Meridian Assoc. For Programs and Resources	AFSCME C.93
72	Athol Royalston Reg. Sch. Dist.	MTA (Teachers)
73	W. Springfield Sch. Com.	NAGE L.R1-108
74	City of Malden (Police)	IBPO L.411
75	Stanley Oil Company	Teamsters, L.59
76	W.E. Aubuchon Co.	Teamsters, L.170

77	W.E. Aubuchon Co.	Teamsters, L.170
78	Town of Seekonk Sch. Com.	AFSCME C.93
79	Town of Seekonk Sch. Com.	AFSCME C.93
80	W. Springfield Sch. Com.	NAGE L.R1-108
81	City of No. Adams (Police)	IBPO L.403
82	W. Springfield Sch. Com.	NAGE L.R1-108
83	Town of Raynham (Firefighter)	IAFF L.2894
84	Town of Northbridge (Highway)	AFSCME C.93
85	Meridian Assoc. For Programs and Resources	AFSCME C.93
86	Town of Agawam (Police)	Teamsters, L.404
87	W. Springfield Sch. Com.	NAGE L.R1-108
88	Hertz Corp.	Teamsters, L.25
89	Bristol Co. Agr. Sch. Com.	MTA (Teachers)
90	City of Worcester	MTA (Voc. Teachers)
91	City of Malden (Police)	Malden Patrolmen Assoc.
92	Town of Burlington Sch. Com.	AFSCME C.93 (Custod.)
93	Hertz Corp.	Teamsters, L.25
94	Town of Westport (Highway)	AFSCME C.93
95	Town of Holbrook Sch.Com.	AFSCME C.93 (Custod.)
96	Williams Distributing Co.	Teamsters, L.404
97	Athol Royalston Reg. Sch. Dist.	MTA (Teachers)
98	Athol Royalston Reg. Sch. Dist.	MTA (Teachers)
99	Dartmouth Finishing Corp.	Teamsters, L.59
100	City of Everett Sch. Com.	MTA (Teachers)
101	City of Malden	AFSCME C.93
102	Red Cab Inc.	Teamsters, L.504
103	Town of Millbury Sch. Com.	MTA (Teachers)
104	Williams Distributing Co.	Teamsters, L.404
105	Town of Seekonk (Public Works)	AFSCME C.93
106	Frito Lay Inc.	Teamsters, L.42
107	Frito Lay Inc.	Teamsters, L.42
108	Town of Somerset (Police)	IBPO L.518
109	Burke Beverage	Teamsters, L.404
110	City of Westfield (Police)	IBPO L.S582
111	City of No. Adams (Police)	IBPO L.403
112	Town of Stoughton	Prof. Admin. Emp. Assoc.
113	City of Springfield Water Dept.	NAGE L.R1-117
114	Town of Weymouth Sch. Com.	NAGE L.387
115	Carter Rice Dowd Co.	Teamsters, L.379
116	Town of Amesbury	AFSCME C.93

1994 INTEREST MEDIATIONS

1	Town of Southboro Sch Com.	MTA
2	Town of Reading Sch. Com.	AFSCME Council 93 L-1703
3	Town of Lincoln Sch. Com.	AFSCME Council 93
4	Town of Burlington Sch. Com	AFSCME Council 93
5	Central Berkshire Reg. Sch. Com.	AFSCME Council 93
6	Nauset Regional School Com.	Nauset Educational Assoc.
7	Nashoba Valley Tech H.S.	Nashoba Valley Tech H.S. Teachers Assoc.
8	City of Worcester Sch. Com.	Worcester Inst. Asst. Assoc
9	Town of Auburn Sch. Com.	Auburn Education Assoc.
10	Town of North Brookfield	Truck Driver&Helpers L-170
11	Town of Belmont Sch. Com.	Belmont Pub. Sch. Sec. Assoc.
12	Town of Duxbury Sch. Com.	AFSCME Council 93
13	Town of Reading Sch. Com.	AFSCME Council 93
14	City of North Adams Sch. Com.	North Adams Teachers Assoc.
15	Nashoba Val.Tech H.S. Sch. Com.	MFT L-3234
16	Nashoba Val.Tech H.S. Sch. Com.	MFT L-3234
17	City of Gloucester Sch. Com.	Gloucester Aides Assoc.
18	City of Gloucester Sch. Com.	Gloucester Cafeteria Assoc.
19	Nauset Reg. Sch. Com.	Nauset Educ. Assoc. Parapros.
20	Nauset Reg. Sch. Com.	Nauset Educ Assoc. Teachers
21	Nauset Reg. Sch. Com.	Nauset Educ. Assoc. Secs.
22	Southwick Tolland Reg. Sch. Com.	Southwick-Tolland Tchrs Assoc. Secretarial Unit
23	Town of Belchertown Sch. Com.	Belchertown Teachers Assoc.
24	Town of W. Springfield Sch. Com.	W. Springfield Educ. Assoc.
25	City of Gardner	Gardner Educ. Assoc.
26	Town of Natick Sch. Com.	Natick Educ. Assoc.
27	Town of Lynnfield	Lynnfield Library Staff Assoc.
28	Town of Carver Sch. Com.	AFSCME Council 93
29	City of Somerville Sch. Com.	Somerville Teachers Assoc.
30	Town of Mashpee Sch. Com.	Mashpee Teachers Assoc.
31	Town of Cohasset	NAGE Local R1-151
32	City of Newton	AFSCME Council 93
33	Barnstable County	Barnstable Cnty Correctional Officers-IBCO L R1-72
34	Quincy City Hospital	SEIU L. 925
35	Town of Amesbury Sch. Com.	MFT L-1033

36	City of Worcester	Public Health Nurses Assoc.
37	City ofWaltham Sch. Com.	Waltham Educators Assoc
38	City of Newton	AFSCME Council 93
39	Town of Holden	AFSCME Council 93 L-806
40	Town of Holden (Light Comm.)	AFSCME Council 93 L-806
41	Town of Shirley Sch. Com.	Shirley Teachers Organization
42	Town of Andover	AFSCME Council 93
43	Town of Carver Sch. Com.	Plymouth/Carver Educ. Assoc.
44	City of Melrose Sch. Com.	Melrose Education Association
45	Town of South Hadley Sch. Com.	MTA
46	City of Peabody Sch. Com.	MFT L-1289
47	Mendon-Upton Reg. Sch. Com.	Mendon-Upton Reg. Educ. Assoc
48	Town of Sterling Sch. Com.	Sterling Teachers Assoc.
49	Town of Montague	O.P.E.I.U. L-6
50	Town of Southwick	AFSCME Council 93
51	Town of Southwick	AFSCME Council 93 (Dispatchers)
52	Town of Southwick	AFSCME Council 93 (DPW)
53	City of Holyoke (Water Comm.)	AFSCME Council 93
54	Town of Winchester Sch. Com.	S.E.I.U. Local 254
55	Blackstone-Millville Reg. Sch	MTA (Teachers)
56	Referred to AAA	
57	Town of Reading	AFSCME Council 93 (Clerical)
58	Acton Boxborough Reg Sch Com	AFSCME Council 93 (Custodians)
59	City of Medford	AFSCME Council 93
60	City of Quincy	S.E.I.U. Local 925
61	Town of West Springfield Sch Com	West Springfield Educ. Assoc
62	Town of Wilbraham	United Municipal Emp. of Wilbraham
63	Town of Harwich	Harwich Employees Assoc.
64	Town of Winchester	NAGE Local R1-03
65	Town of Shrewsbury	NAGE Local R1-223
66	Wachusett Reg. Sch. Dist	Wachusett Reg. Teachers Assoc.
67	Town of Needham Sch. Com.	Needham Education Assoc.
68	Town of S. Hadley	AFSCME Council 93
69	Westfield Sch. Com.	Westfield Pub. Sch. Cust. Assoc.
70	Lowell School Com.	Lowell School Administrators Assoc.
71	Barnstable School Com.	Barnstable Teachers Assoc.
72	Wannacomet Water Co.	Utility Union Workers of Amer.
73	Weymouth Tufts Library	Weymouth Library Staff Assoc.
74	Barnstable Cnty Sheriff	Teamsters Union Local # 59
75	Fitchburg School Com.	Fitchburg Teachers Assoc.

76	Pittsfield School Com	Pittsfield Fed.of Teachers Local 1315
77	Town of Ipswich	AFSCME Council 93
78	Cranberry Specialty Hospital	AFSCME Council 93
79	City of Somerville	Somerville Mun. Employees Assoc.
80	Town of Ludlow	AFSCME Council 93
81	North Adams Sch. Com.	North Adams Cafeteria Workers
82	Wilmington School Com.	Wilmington School Secretaries
83	Wilmington School Com.	Wilmington Educ. Assoc.
84	City of Marlboro	S.E.I.U. Local 285
85	Town of Millis	Library Emp. Assoc.
86	Amherst/Pelham Reg. Sch. Com.	Amherst/Pelham Educ. Assoc.
87	Blackstone Valley Sch. Dist. Com	Blackstone Valley Reg. Voc. Teachers
88	Milford School Dept	AFSCME Council 93
89	Pilgrim Area Collab.Bd of Dir.	Pilgrim Area Collab. Tchrs. Assoc.
90	Town of Barnstable	AFSCME Council 93
91	Franklin School Com.	Franklin Secretaries Assoc.
92	Town of Swansea	Swansea Teachers Assistants Assoc.
93	Mohawk Trail Reg. Sch. Com.	Mohawk Trail Reg. Teachers Assoc.
94	City of Worcester	NAGE Local 495
95	Groveland Light Dept.	Teamsters Local 437
96	Hampden-Wilbraham Reg. Sch.	Minnechaug Education Assoc.
97	Town of Saugus	AFSCME Council 93
98	S. Hadley Housing Authority	AFSCME Council 93
99	South Shore Reg. School Com	South Shore Voc.Tchrs. Fed. L-1896
100	Wakefield School Dept.	AFSCME Council 93
101	Worcester Schools Com.	Plumbers & Steamfitters
102	City of Watertown (Library)	AFSCME Council 93
103	Bristol Co. Agric Sch.	Segreganset Teachers Assoc.
104	Whitman/Hanson Reg.Sch.Com.	AFSCME Council 93
105	Town of Westport	AFSCME Council 93(Highway)
106	Athol-Royalston Reg. Sch.	Athol-Royalston Teachers Assoc.
107	Commonwealth of Mass.	Mass. Coalition of Public Safety
108	Weymouth School Com.	Weymouth Teachers Assoc.
109	Boston School Com.	AFSCME Council 93
110	Southwick-Tolland Reg. Sch. Dist.	Southwick-Tolland Reg.Sch. Dist.Tran
111	Chatham School Comm.	AFSCME Council 93
112	Lincoln School Com. (Teachers)	Lincoln Teacher Assoc.

113	Boston School Com.	AFSCME Council 93
114	Swansea School Com. (Cafeteria)	AFSCME Council 93
115	Old Rochester Reg. Sch. Dist. Com.	Old Rochester Secretaries Assoc.(Clerical)
116	Old Rochester Reg. Sch. Dist. Com.	Old Rochester Secretaries Assoc. (Profes)
117	Fall River Housing Authority	AFSCME Council 93(Clerical)
118	Gateway Reg. Sch. Com.	Gateway Teachers Assoc. (Teachers)
119	Suffolk Co. Sheriff's Dept (Admin)	AFSCME Council 93
120	Town of Blackstone (Clerical)	AFSCME Council 93
121	Town of Blackstone (DPW)	AFSCME Council 93
122	Town of Blackstone (Dispatchers)	AFSCME Council 93
123	Dighton-Rehoboth Reg. Sch. Dist.	SEIU Local 254
124	Norhtampton Sch.Com.	AFSCME Council 93(Secretaries)
125	Martha's Vineyard School Com.	Martha's Vineyard Educators Assoc.
126	Holbrook School Com. (Teachers)	Holbrook Education Assoc.
127	Town of Northboro	Northboro Municipal Emp. Assoc.
128	Town of Westport (Custodians)	AFSCME Council 93
129	Lawrence School Com. (RN's)	Nurses of Lawrence Assoc.
130	Boston School Com.	SEIU Local 925
131	Boston Watrer and Sewer	AFSCME Council 93
132	Town of Southbridge	SEIU Local 254
133	Peabody School Com.	AFSCME Council 93
134	Blackstone-Millville Reg. Sch. Dist.	Blackstone-Millville Support Personnel
135	R.E.A.D.S. Collabrative	R.E.A.D.S. Collabrative Educators
136	Plymouth Co. Commissioners	AFSCME Council 93
137	Town of Ipswich (DPW)	AFSCME Council 93
138	City of Cambridge	SEIU Local 254
139	Waltham School Dept.	Waltham Maintenance Workers L275
140	Waltham School Dept.	Waltham School Secretaries Assoc.
141	Waltham School Dept.	Waltham School Secretaries Assoc.
142	Waltham School Dept.	Waltham School Secretaries Assoc.
143	Town of Merrimac (Dispatcher)	Teamster Local 437
144	Lawrence School Com.	Lawrence Administrators Assoc.
145	Bedford School Com.	Bedford Education Assoc.
146	Quincy Hospital (RN's)	Massachusetts Nurses Assoc.
147	READS Colabrative (Aids)	Massachusetts Teachers Assoc.
148	Town of Wareham (Clerical)	AFSCME Council 93
149	South Essex Sewer Dist. (Laborers)	AFSCME Council 93
150	Weymouth School Com. (Cafeteria)	SEIU Local 285
151	Rutland School Com. (Teachers)	Rutland Teachers Assoc.
152	Town of Westminister (DPW)	I.U.E. AFL-CIO
153	New Bedford Housing Authority	Mass. Laborers Dist.Council
154	Easthampton School Com.	Easthampton Education Assoc. (Teachers)
155	Mashpee School Com.	Mashpee Teachers Assoc. (Administrators)

156	Medford Public Schools	Medford Teachers Assoc. (Teachers)
157	Westford School Com.	Westford Teachers Assoc. (Teachers)
158	Boston School Com.	Boston Public Sch. Custodian Assoc.
159	Town of Abington	Abington Clerical Emp. Assoc.
160	Chicoppee School Commitee	Chicopee School Cafeteria Assoc.
161	Town of Milton	Milton Public Employees Assoc.
162	City of Boston	Municipal Police Patrolmen's Assoc.
163	Arlington School Com.	Arlington Educ. Assoc.
164	Town of Lynnfield	AFSCME Council 93
165	MT. Greylock Reg. Sch. Com.	MT. Greylock Teachers Ass't Assoc.
166	Ware School Com.	Ware Teachers Assoc. (Teachers)
167	Sandwich School Com.	AFSCME Council 93 (Sec/Cler)
168	Taunton School Com.	Taunton Administrators Assoc.
169	Quincy Public Schools	Quincy Public Schools Admin. Group
170	Geriatric Authority of Holyoke	UFCWU Local 1459
171	Southwick-Tolland Reg. Sch. Com.	Massachusetts Teachers Assoc. (Teachers)
172	Middleborough School Com.	Massachusetts Teachers Assoc. (Teachers)
173	Town of Nantucket (DPW)	AFSCME Council 93
174	Harvard School Dist.(Teachers)	Massachusetts Teachers Assoc.
175	Mass. State Lottery Commission	SEIU Local 254
176	Lawrence School Com.	IBFOU Local 3(Custodians)
177	Barnstable Municipal Airport	Teamsters Local 59
178	Town of Monson (DPW)	AFSCME Council 93
179	Newton School Com.	Massachusetts Teachers Assoc.
180	Easthampton School Dept.	Massachusetts Teachers Assoc. (Paras)
181	Easthampton School Dept.	Massachusetts Teachers Assoc. (Secretaries)
182	Bedford School Com.	Massachusetts Teachers Assoc.
183	City of Everett (Library)	Everett Library Staff Assoc.
184	Brimfield School Com.	Massachusetts Teachers Assoc.
185	Tahanto Reg. High School	Tahanto Reg. Teachers Assoc. (Teachers)
186	Town of Norton (DPW)	AFSCME Council 93
187	Weston Public Schools (Aides)	Weston Aides and Paraprofessionals
188	Town of Brewster (DPW)	SEIU Local 254
189	Chelsea Public Schools	Chelsea Administrators Assoc.
190	Brockton School Com.	Brockton Cafeteria Workers Assoc.
191	City of Boston	United Steelworkers of America
192	City of Waltham	Waltham City Employees Local 955
193	City of Lynn	AFSCME Council 93 Local 193
194	Town of Douglas	Douglas Education Assoc. (Teachers)
195	Milford School Com.	Massachusetts Education Assoc. (Prof)
196	Greenfield School Com.	Massachusetts Teachers Assoc. (Teachers)

1994 GRIEVANCE MEDIATIONS

1	Richmond School Dept.	Richmond Teachers Assoc.
2	Cardinal Cushing Hospital	IBFO Local 47
3	John S. Lane & Sons, Inc.	IUOE Local 98
4	Frionor Corp.	Teamsters Local 59
5	Frionor Corp.	Teamsters Local 59
6	Frionor Corp.	Teamsters Local 59
7	Frionor Corp.	Teamsters Local 59
8	Frionor Corp.	Teamsters Local 59
9	Friono Corp.	Teamster Local 59
10	Frionor Corp.	Teamsters Local 59
11	Gateway Reg. Sch. Comm.	Gateway Teachers Assoc.
12	Avery Dennison Stationary Prod.	GCIU Local 48-B
13	Avery Dennison Stationary Prod.	GCIU Local 48-B
14	Avery Dennison Stationary Prod.	GCIU Local 48-B
15	Holyoke School Committee	Holyoke Teachers Assoc.
16	City of Haverhill	N.E. Water Resource Professionals
17	Westfield River Paper Co.	UPIU Local 514
18	City of Lowell	AFSCME Council 93
19	City of Lowell	AFSCME Council 93
20	City of Lowell	AFSCME Council 93
21	City of Lowell	AFSCME Council 93
22	City of Lowell	AFSCME Council 93
23	City of Lowell	AFSCME Council 93
24	City of Lowell	AFSCME Council 93
25	City of Lowell	AFSCME Council 93
26	Woods Hole, Martha's Vineyard & Nantucket Steamship Authority	Teamsters Local 59
27	Essex County	AFSCME Council 93
28	City of Haverhill	N.E. Water Resource Prof.
29	Town of Wilbraham	United Municipal Empl. of Wilbraham
30	M.B.T.A.	William J.Thomas
31	Osram Sylvania, Inc	Teamsters Local 42
32	Osram Sylvania, Inc	Teamsters Local 42
33	Osram Sylvania, Inc.	Teamsters Local 42
34	Osram Sylvania, Inc.	Teamsters Local 42
35	Coca Cola Bottling Co.	Teamsters Local 59
36	Osram Sylvania, Inc.	Teamsters Local 42
37	Coca Cola Bottling Co.	Teamsters Local 59
38	Keiver-Willard Lumber Corp.	Teamsters Local 437
39	Cape Cod Regional Sch. Com.	Cape Cod Teachers Assoc.
40	Cape Cod Regional Sch. Com.	Cape Cod Teachers Assoc.

41	Town of Westport	AFSCME Council 93
42	Town of Westport	AFSCME Council 93
43	Town of Westport	AFSCME Council 93
44	Town of Westport	AFSCME Council 93
45	Town of Westport	AFSCME Council 93
46	Woods Hole, Martha's Vineyard & Nantucket Steamship Authority	Teamsters Local 59
47	Hampden Papers Inc.	GICU Local 48-B
48	Osram Sylvania, Inc.	Teamsters Local 42
49	Osram Sylvania, Inc.	Teamsters Local 42
50	Avery-Dennison Stationary Prod.	GCIU Local 48-B
51	Avery-Dennison Stationary Prod.	GCIU Local 48-B
52		
53	Osram Sylvania	Teamsters Local 42
54	Coca Cola Bottling Co.of Cape Cod	Teamsters Local 59
55	Coca Cola Bottling Co.of Cape Cod	Teamsters Local 59
56	City fo Lowell	AFSCME Council 93
57	City of Lowell	AFSCME Council 93
58	City of Lowell	AFSCME Council 93
59	City of Lowell	AFSCME Council 93
60	Maritime Terminal, Inc.	Teamsters Local 59
61	Frionor U.S.A.	Teamsters Local 59
62	Frionor U.S.A.	Teamsters Local 59
63	Frionor U.S.A.	Teamsters Local 59

1995 ARBITRATIONS

1	Star Container Corp.	Teamsters, L.170
2	Town of Hubbardston (Police)	Teamsters, L.170
3	F.L.&J.C. Codman Co.	ILGWU L.242
4	Hertz Corp.	Teamsters, L.25
5	Town of Hull (Police)	IBPO L.159
6	Town of W. Springfield(Police)	IBPO L.365S
7	No. Middlesex Reg. Sch. Com.	A.F.S.C.M.E. C.93
8	Laidlaw	Teamsters, L.437
9	Essex Co. House of Corrections	Teamsters, L.42
10	Laidlaw	Teamsters, L.437
11	Town of Sharon Sch. Com.	AFSCME C.93 (Cafeteria)
12	Town of Hadley Sch. Com.	MTA (Teachers)
13	Rothstein Corp.	Teamsters, L.25
14	Coca Cola/Cape Cod	Teamsters, L.59
15	Town of West Newbury (Police)	Teamsters, L.437
16	Town of Webster (Clerical)	NAGE L.495
17	Coca Cola Bottling Co.	Teamsters, L.59
18	Hertz Corp.	Teamsters, L.25
19	Hertz Corp.	Teamsters, L.25
20	Hertz Corp.	Teamsters, L.25
21	Town of Sutton(Town Emp.)	Teamsters, L.170
22	Coca Cola Bottling	Teamsters, L.59
23	City of Haverhill (Water Dept.)	Teamsters, L.437
24	Town of Orange (Waste Water)	NAGE L.R1-236
25	Town of Sturbridge Sch. Com.	MTA (Teacher)
26	Hertz Corp.	Teamsters, L.25
27	City of North Adams (Firefighters)	IAFF L.1781
28	Town of Braintree (Parks)	AFSCME C.93
29	Patent Scaffolding	Teamsters, L.379
30	W. B. Aubuchon Co.	Teamsters, L.170
31	Town of Auburn	NAGE(Foremen)
32	Town of Sharon Sch. Com.	AFSCME C.93(Custod.)
33	Town of Orleans	Orleans Police Officers Fed.
34	Town of Orleans	Orleans Police Officers Fed.
35	Town of Orleans	Orleans Police Officers Fed.
36	Dartmouth Finishing Corp.	Teamsters, L.59
37	National Car Rental	Teamsters L.25
38	Town of Amesbury	AFSCME C.93
39	City of No. Adams Sch. Com.	AFSCME. C.93
40	City of Cambridge Sch. Com.	MTA (Teachers)
41	Dartmouth Finishing Corp.	Teamsters, L.59

42	Frionor Corp.	Teamsters Local 59
43	City of North Adams (Police)	IBPO L.403
44	Gr.Lawrence Reg. Tech. S.C.	Fireman & Oilers L.3
45	Town of Swansea	AFSCME C.93 (Clerical)
46	Town of Swansea	AFSCME C.93 (Clerical)
47	Town of Westport	AFSCME C.93 (Highway)
48	Town of Westport	AFSCME C.93 (Highway)
49	Town of Westport	AFSCME C.93 (Highway)
50	W.E. Aubuchon Co.	Teamsters, L.170
51	Essex Co. House of Corrections	Teamsters, L.42
52	Dartmouth Finishing Corp.	Teamsters, L.59
53	City of Haverhill	Teamsters, L.437
54	Laidlaw	Teamsters, L.437
55	Town of Wellfleet	Wellfleet Perm. Fire Fighters
56	Town of Merrimack	Teamsters, L. 437
57	City of Northampton	AFSCME C.93
58	Town of Agawam	Teamsters, L.404
59	Norfolk Sch. Com.	MTA
60	City of Woburn	NAGE L. R1-96
61	City of Woburn	NAGE L. R1-96
62	Town of Seekonk Sch. Com.	AFSCME C.93
63	City of North Adams (Police)	IBPO L.403
64	City of Everett Sch. Com.	MTA (Teachers)
65	Hertz Corp.	Teamsters, L.25
66	Town of Southbridge Sch. Com.	Southbridge Educ. Assoc.
67	Unifirst Corp.	Amal. Cloth. & Textile, L.66
68	Unifirst Corp.	Amal. Cloth. & Textile, L.66
69	Town of Braintree	AFSCME C.93
70	Essex Co. House of Corrections	Teamsters, L.42
71	City of Springfield	AFSCME C.93
72	Town of Williamstown	Williamstown DPW Employees
73	Town of Millbury (Highway)	NAGE
74	City of Pittsfield (Police)	IBPO, L.447S
75	Town of Hubbardston (Highway)	Teamsters, L.170
76	Weetabix Company	UFCWU, L.1445
77	N.E. Transport, Inc.	Intl. Longshoremen, L.1964
78	Cape Cod Tech. Reg. Sch. Dist.	MTA (Custodians)
79	Laidlaw	Teamsters, L.437
80	Town of Greenfield	Greenfield Perm. Firefighters
81	Dielectric Polymers, Inc.	Teamsters, L.404
82	Springfield Civic Center	IATSE, L.53
83	Town of Longmeadow	AFSCME C.93
84	Town of Millville (Police)	Teamsters, L.170

85	Natl. Car Rental Sys. Inc.	Teamsters, L.25
86	Essex Co. House of Corrections	Teamsters, L.42
87	Town of Danvers	AFSCME C.93
88	Essex Co. House of Corrections	Teamsters, L.42
89	City of Springfield Sch. Dept.	NAGE, L.R1-212
90	Hertz Corp.	Teamsters, L.25
91	Town of Raynham (Police)	Raynham Policemen's Union
92	Hertz Corp.	Teamsters, L.25
93	Hertz Corp.	Teamsters, L.25
94	Town of East Longmeadow	AFSCME C.93
95	City of North Adams	IBPO L.403
96	Town of Chelmsford Sch. Com.	AFSCME C.93
97	City of Attleboro	Mass. Laborers Dist. Council
98	City of Melrose	Melrose Educ. Assoc.
99	Town of West Springfield	AFSCME C.93
100	Truck Equip. Boston, Inc.	UAW, L.1596
101	Town of Dracut	IAFF, L.2586
102	Town of Amesbury	AFSCME C.93
103	Town of Auburn	Teamsters, L.170
104	Town of Auburn	Teamsters, L.170
105	Essex Co. House of Corrections	Teamsters, L.42
106	Essex Co. House of Corrections	Teamsters, L.42
107	Essex Co. House of Corrections	Teamsters, L.42
108	Essex Co. House of Corrections	Teamsters, L.42
109	Essex Co. House of Corrections	Teamsters, L.42
110	City of Fall River (DPW)	Teamsters, L. 251
111	Town of Brookfield	MTA (Teachers)
112	Town of Maynard	MA. Laborers' Dist. Council
113	Bristol Co. Agr. Sch. Com.	MTA (Teachers)
114	Town of Spencer	NAGE, L. 495
115	Town of Dracut	IBPO L.379
116	Ashburnham-Westminister Sch. Com.	MTA (Teachers)
117	Town of Groveland	Teamsters, L.437
118	Town of Groveland	Teamsters, L.437
119	M.J. Flaherty Co.	UA L.77
120	Town of Methuen Sch. Com.	MTA (Prog. Asst.)
121	Office of Employee Relations	SEIU L.509
122	City of Woburn	NAGE
123	Town of Spencer (Highway)	NAGE L.495
124	W.E. Aubuchon Co.	Teamsters, L.170
125	J.F. Partyka & Sons Inc.	Teamsters, L.404
126	Essex Co. House of Corrections	Teamsters, L.42
127	City of Lowell	IBPO L.382
128	Town of Easthampton	IBPO L.367

1995 INTEREST MEDIATIONS

1	Hatfield Public Schools	Massachusetts Teachers Assoc.
2	M.B.T.A.	IAMAWU
3	N. Bedford School Com.	N. Bedford Fed. of Paraprofessionals
4	Southbridge School Com.	Southbridge Education Assoc.
5	Adams Cheshire Reg. Sch. Dist.	Adams Cheshire Teachers Assoc.
6	Haverhill School Com.	Haverhill Education Assoc.(Sec&Cl)
7	Town of Burlington	AFSCME Council 93
8	Southern Berkshire Reg. Sch. Dist.	Southern Berkshire Reg. Educ.Asso.
9	South Hadley School Com.	MTA.
10	Lunenburg School Com.	Lunenburg Educ. Assoc. Unit B
11	Town of Tyngsboro	NAGE
12	City of Cambridge	Cambridge Public Library Staff Asso
13	N. Brookfield School Com.	N. Brookfield Teachers Assoc.
14	Franklin School Com.	Franklin Education Assoc.
15	Town of Shirley	AFSCME Council 93
16	Southeastern Reg. Voc. Tech. H.S.	Southeastern Reg. Teachers Fed.
17	Town of Sandwich	SEIU Local 254
18	Town of Sandwich	SEIU Local 254
19	City of Worcester	Worcester Voc. Career Educ. Assoc.
20	Belmont School Com.	Belmont Educ Assoc.
21	Leominister Housing Authority	AFSCME Council 93
22	Dennis-Yarmouth Reg. Sch. Dist.	SEIU Local 254
23	Arlington School Com.	Arlington Educ. Assoc.
24	Bellingham School Com.	AFSCME Council 93
25	Springfield School Dept.	Springfield Cafe Workers Assoc.
26	Littleton Sch.Com.	MTA (Teachers)
27	M.B.T.A.	OPEIU, Local 6
28	Medway Public Schools	Medway Fed. of Teachers L-3645
29	Town of Brewster	OPEIU Units A&B
30	Bristol County Agr. School	Massachusetts Teachers Assoc.
31	Canton School Com.	Canton Public School Admin. Assoc.
32	North Adams School Com.	North Adams Teachers Assoc.
33	Town of Belmont	AFSCME Council 93
34	Town of Rockport	AFSCME Council 93
35	Essex County	AFSCME Council 93 (Custod.)
36	Quincy Hospital	NAGE R1-196
37	Boston Water & Sewer Com.	OPEIU Local 6
38	Somerville School Com.	Somerville Teachers Assoc.
39	Malden School Com.	Malden Teachers Assoc.

40	Town of Needham	NAGE Local R1-226
41	Holyoke School Com.	Holyoke Teachers Assoc.
42	Marshfield School Com.	Marshfield Teachers Assoc.
43	Chelsea School Com.	Chelsea Admn. Assoc.
44	Somerville School Com.	AFSCME Council 93
45	Norwell School Com.	Education Assoc. of Norwell
46	Weymouth Housing Authority	AFSCME Council 93
47	Town of Norwell	AFSCME Council 93
48	Lynn Water & Sewer Com.	AFSCME Council 93
49	Town of Shrewsbury	Teamsters Local 170
50	Rowe School Com	Rowe Teachers Assoc.
51	Mass. Bay Transportation Authority	Boston Carmen's Union L 589
52	Burlington School Dept.	AFSCME Council 93
53	Central Berkshire Sch. Dist.	Central Berkshire Teachers Assoc.
54	Chicopee School Dept.	UFCWU Local 1459
55	Somerset School Com.	AFSCME Council 93
56	Plymouth Co.House of Correction	NAGE
57	Webster School Com.	Webster Administrators Assoc.
58	Leominister School Com.	Leominister Education Assoc.
59	Manchester School Com.	Manchester Teachers Assoc.
60	Webster School Com.	Webster Administrators Assoc.
61	Burlington School Dept.	AFSCME Council 93
62	Chicopee School Com.	Chicopee Education Assoc.
63	Auburn Public Schools	Auburn Education Assoc.
64	Holyoke School Dist.	AFSCME Council 93
65	Billerica School Com.	AFSCME Council 93
66	City of Waltham	Waltham Fire Alarm Operations Asso
67	Norwood Public Schools	Norwood Education Assoc.
68	Marlboro School Dist.	Marlboro Educators Assoc.
69	N. Adams Public Schools	N. Adams Paraprofessional Assoc.
70	Town of Avon	AFSCME Council 93
71	Town of Burlington	AFSCME Council 93
72	Somerset School Com.	AFSCME Council 93
73	Brookline School Com.	Brookline Educators Assoc.
74	Town of Belmont	Belmont Adm. & Clerical Assoc.
75	Gloucester Housing Authority	AFSCME Council 93
76	W. Springfield School Com.	NAGE
77	Adams-Cheshire Reg. School Dist.	Adams-Cheshire Secretaries Assoc.
78	Dennis-Yarmouth School Com.	Dennis-Yarmouth Reg. Teachers
79	Town of Natick	Natick Assoc. of Sec. & Clerks
80	Boston Water & Sewer Com.	SEIU Local 285
81	Salem Public Schools	Salem Teachers Union/MFT
82	Lowell School Com.	SEIU Local 159

83	Medford School Com.	Medford Administrators Assoc.
84	Wellesley School Com.	Wellesley Educ. Secretaries Assoc.
85	Dedham School Com.	AFSCME Council 93
86	Town of Clinton	Clinton Teachers Assoc.
87	Town of Dedham	AFSCME Council 93
88	Bristol Co.House of Corrections	Teamsters Local 59
89	City of Cambridge	Massachusetts Nurses Assoc.
90	N. Attleboro School Com.	N. Attleboro Fed. of Teachers L4292
91	Town of Arlington	AFSCME Council 93
92	Monson School Com.	Monson Teachers Assoc.
93	Springfield School Com.	Springfield Education Assoc.
94	Town of Westwood	UFCWU Local 1445
95	Malden Public Schools	NAGE Local R1-251
96	Framingham School Dept.	Framingham Teachers Assoc.
97	City of Fitchburg	AFSCME Council 93
98	Arlington School Com.	AFSCME Council 93
99	Medford School Com.	Medford Public School Cust. Assoc.
100	Pentucket Reg. Dist. School Com.	Pentucket Assoc. of Teachers
101	Higher Educ. Coordinating Council	Assoc. of Professional Admin.
102	Worcester School Com.	Worcester Educ. Assoc.
103	Town of Reading	AFSCME Council 93
104	Lexington School Com.	Lexington Education Services Assoc.
105	Burlington School Dept.	Burlington Nurses Assoc.
106	Lawrence School Com.	Lawrence Administrators Assoc.
107	Wales School Com.	Wales Teacher Assoc.
108	Town of Danvers	AFSCME Council 93
109	Pilgrim Collabrative	Pilgrim Area Collaborative Prof. Staff
110	Town of Amherst	NAGE Local R1-120
111	Dudley-Charlton Reg. Sch. Dist.	Dudley-Charlton Teachers Assoc.
112	Southbridge High School	Amer. Fed. of School Admin. Local 79
113	Town of Easton	Southeastern Public Employees Assoc.
114	Tewksbury School Com.	Tewksbury School Sec. Assoc.
115	Town of Harwich	Harwich Employees Assoc.
116	Southbridge School Dept.	School Nurses Unit
117	Lowell School Com.	Lowell School Admin. Assoc.
118	Higher Educ.Coordinating Council	Massachusetts Teachers Assoc.
119	Berkshire Athenaeum	AFSCME Council 93
120	S. Hadley Housing Authority	AFSCME Council 93
121	Nashoba Reg. School Dist.	Nashoba Reg. Nurses Assoc.
122	Town of Methuen	Methuen Police Special Services Union
123	Sturbridge School Com.	Sturbridge Teachers Assoc.
124	Town of W. Springfield	United Mun. Empl. of W. Springfield
125	Dracut School Com.	Dracut Teachers Assoc.

126	Nashoba Valley Tech. School Com.	Nashoba Val. Fed.of Teachers L-3234
127	Suffolk County Sheriff's Dept.	AFSCME Council 93
128	City of Worcester	Worcester Voc. Techers Assoc.
129	City of Northampton	AFSCME Council 93
130	Lynn Water & Sewer	AFSCME Council 93
131	Town of Wrentham	IFPTE Local 301
132	City of Northampton	AFSCME Council 93
133	Town of Pembroke	AFSCME Council 93
134	Town of Methuen	AFSCME Council 93
135	Boston School Com.	Boston School Police Assoc.
136	Worcester Housing Authority	AFSCME Council 93
137	City of Westborough	NAGE Local RI-94
138	City of Pittsfield	Pittsfield Prof. & Super. Assoc.
139	Springfield Municipal Hospital	Massachusetts Nurses Assoc.
140	Narragansett Reg. School Dist.	Narragansett Education Assoc.
141	Town of Winthrop	American Fed. Teachers
142	Woburn Sch. Com.	MTA (Teachers)
143	Town of Southwick	AFSCME Council 93
144	Town of Southwick	AFSCME Council 93
145	Town of Southwick	AFSCME Council 93
146	Town of Ipswich	AFSCME Council 93
147	Town of Pembroke	AFSCME Council 93
148	N. Middlesex Reg. School Dist	Middlesex Reg. Sch. Dist. Teachers
149	Grafton School Com.	SEIU Local 495
150	Scituate School Com.	Scituate Teachers Assoc.
151	Chelmsford Public Schools	Chelmsford Fed. of Teachers
152	City of Medford	Medford Educ. Sec. Assoc.
153	Burlington School Dept.	AFSCME Council 93 Local 1703
154	Town of Walpole	AFSCME Council 93
155	Town of Halifax	AFSCME Council 93
156	Town of Duxbury	AFSCME Council 93
157	Uxbridge Public Schools	Uxbridge Unit C Uxbridge Tchs. Assoc
158	Chicopee School Com.	Chicopee Education Assoc.
159	Town of Auburn	Brotherhood of Auburn Firefighters
160	Melrose School Com.	Melrose Educ. Assoc.
161	Montachusetts Reg. Voc. Sch. Dist.	Montachusetts Reg. Maintenance
162	Bridgewater/Raynham Reg. School	AFSCME Council 93
163	Town of Reading	AFSCME Council 93
164	Springfield School Dept.	AFSCME Council 93
165	Millis School Dept.	AFSCME Council 93
166	Revere School Dept	AFSCME Council 93
167	Town of Hubbardston	Teamsters Local 170

1995 GRIEVANCE MEDIATIONS

1	Osram GTE Sylvania	Teamsters Local 42
2	Woburn School Com.	Woburn Teachers Assoc.
3	Osram GTE Sylvania	Teamsters Local 42
4	Coca Cola Bottling Co./Cape Cod	Teamsters Local 59
5	Woods Hole, Martha's Vineyard & Nantucket Steamship Authority	Teamsters Local 59
6	Woods Hole, Martha's Vineyard & Nantucket Steamship Authority	Teamsters Local 59
7	Coca Cola Bottling Co./Cape Cod	Teamsters Local 59
8	Avery Dennision Stationery Prod.	GCIU Local 48-B
9	Melrose School Com.	Melrose Education Assoc.
10	Osram GTE Sylvania Inc.	Teamsters Local 42
11	Osram GTE Sylvania Inc.	Teamsters Local 42
12	Glen-Park Oil/Coastal Oil of N. England	Teamsters Local 59
13	Town of Acushnet	Teamsters Local 59
14	Avery-Dennison Stationary Prod.	GCIU Local 48-B
15	New Bedford Housing Authority	Teamsters Local 59
16	Southbridge School Com.	Southbridge Education Assoc.
17	City of Malden	IAFF Local 902
18	Bristol Co. Agric. Sch.	Segregansett Teachers Assoc.
19	Town of Carver	Carver Police Assoc.
20	Osram GTE Sylvania Inc.	Teamsters Local 42
21	Wakefield School Com.	Wakefield Teachers Assoc.
22	Osram GTE Sylvania Inc.	Teamsters Local 42
23	Osram GTE Sylvania Inc.	Teamsters Local 42
24	Good Samaritan Medical Center	Int. Brotherhood of Firemen & Oilers
25	Woods Hole, Martha's Vineyard & Nantucket Steamship Authority	Teamsters Local 59
26	Osram GTE Sylvania Inc.	Teamsters Local 42
27	Town of Canton	IBPO Local 465
28	Osram GTE Sylvania Inc.	Teamsters Local 42
29	Bristol Co. Agric. Sch. Com.	Segregansett Teachers Assoc.
30	Town of Chelmsford	AFSCME Council 93
31	Coca Cola Bottling Co./Cape Cod	Teamsters Local 59
32	City of Lowell	AFSCME Council 93
33	City of Lowell	AFSCME Council 93
34	City of Lowell	AFSCME Council 93
35	Danaher Tool Group	Int. Brotherhood of Boilers Local 1570
36	Town of Northborough	Northborough Municipal Employees
37	Cape Cod Reg. Tech. High School	Cape Cod Tech Assoc.
38a-v	Merrimac Paper Co.	UPIU Local 3